Volume 8, Number 3 February 13-26, 1993

UCSF Newsbreak

But, Very Few Episodes Reported

75 Percent of Women Medical Residents are Sexually Harassed by Superiors

From a subtle, inappropriate comment to an outright lewd act, sexual harassment does occur during medical training. In fact, UCSF researchers have found in a recent survey that nearly three-fourths of women doctors in training say they have encountered sexual harassment during medical school or residency. In almost all the cases, the incidents were *not* reported to an authority.

The study also found that one-fifth of male residents had been harassed.

"Our study of the experiences of trainees reveals that many students and residents in medicine are trained in environments they perceive as hostile," Miriam Komaromy, lead author of the study, told reporters at a press conference on campus last week.

"We need to consider the effect that such environments may have in preventing trainees, especially women, from benefiting fully from their education, achieving their professional goals, and playing an active part in the leadership of the medical profession," said Komaromy, a fellow in the Robert Wood Johnson Clinical Scholars Program.

When asked why there had been a serious lack of reporting these incidences, Komaromy replied, "They had the fear of not being helped."

The study, which was published in the February 4 issue of the *New England Journal of Medicine*, urges medical schools to develop strong programs to prevent sexual harassment and improve the environment for doctors in training, rather than simply responding to formal complaints.

UCSF and the School of Medicine are addressing the issue of sexual harassment and have taken major steps in recent years to prevent and handle cases. In early January, the School held special sessions at its annual faculty retreat to discuss the issue, and currently is holding small group seminars for medical students, addressing such topics as sexual harassment, career planning, and parenting in medicine.

The campus has just appointed a new coordinator to serve as a resource to administrators and assist with implementing proactive campus awareness and education programs. (See Sisco-Smith story below.)

For her study on sexual harassment in medical training, Komaromy sent questionnaires to 133 interns and residents enrolled in the 1992 internal medicine program at UCSF and asked about their experiences during medical school and residency. Three-fourths of the residents in the program attended medical schools other than UCSF.

The researchers defined sexual harassment as ranging from offensive comments, display of unwanted affection, verbal advances, and display of offensive cartoons, pictures or posters to actual physical harassment, including repeated leering, fondling, pinching, patting and offers of career advancement for sexual favors.

The School of Medicine supported the study as a way to find out if sexual harassment is a problem in medicine and, if so, to begin to develop solutions on campus.

Komaromy acknowledged that the survey was small (82 respondents) and included subjects at only one residency program. But, she quickly added that the fact that residents reported experiences occurring at medical schools throughout the country suggests that the problem is nationwide.

When asked if the problem at UCSF is worse than at any other medical school in the country, Komaromy replied, "No, probably not. In fact, we may actually have a better training program here."

A key difference between men's and women's cases, Komaromy reports, was that the women's harassers were mostly of higher professional status. "Since men traditionally have more professional power, they may be less likely than women to see such behavior

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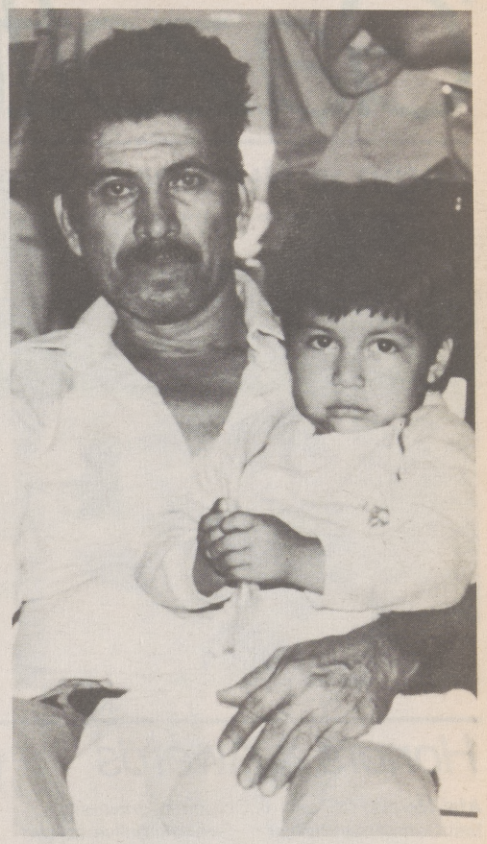
Miriam Komaromy talks to the press as Merle Sande looks on.



Page 8 . . . A Little Medical Magic for Guatemala

Krevans, Faculty Address Regents on Space Truths

Chancellor Krevans and other campus representatives will appear before the Board of Regents on Thursday, February 18, in an attempt to unravel the truth from the inaccuracies in recent news accounts of UCSF's growth plans.

Krevans plans to tell the Regents that politics and misunderstandings have created confusion about UCSF's space planning efforts. Vice Chancellor Bruce Spaulding and faculty members Zach Hall, John Greenspan, Haile Debas, and Joseph Martin, dean of the School of Medicine, will join Krevans to outline campus space needs and to provide a status report on planning efforts.

Their message will be that UCSF absolutely must find additional space in order to accomplish its academic mission, and that the campus remains committed to a three-pronged effort to solve the space problem. The planning efforts address immediate needs, interim needs and long range needs.

- Immediate space needs — UCSF is negotiating a lease for about 31,600 square feet of laboratory space in the Harbor Bay Business Park in Alameda for a Department of Surgery training and research program. Campus planners also hope to solve immediate needs by moving administrative units to Laurel Heights and building the Mount Zion cancer center and research building. (The Mount Zion project is the subject of a lawsuit, with a hearing expected in early summer.)
- Interim planning — In order to provide space for laboratories that can't be put off until a long range plan is complete, campus planners hope to build or lease a building with

(continued on page 2)

Conference on a Neglected Side Effect of Breast Cancer Treatment

A public education conference for breast cancer patients and their loved ones will be held on Friday, February 26, at the Grand Hyatt Hotel at Union Square. Entitled "A Neglected Issue: The Sexual Side Effects of Breast Cancer Treatment," the conference is designed to give answers to questions regarding breast cancer and sexuality . . . from treatment side effects to body image, intimacy and communication.

"We are receiving an increasing number of questions from breast cancer survivors about sexual problems," says Pamela Priest Naeve, director of community education for the Northern California Cancer Center, which is sponsoring the event, along with UCSF's Human Sexuality Program and 11 other universities and organizations. Naeve says that many women feel the situation to be ironic — the same treatment which is saving their lives is wreaking havoc with their marriages.

Treatment for breast cancer can include a mastectomy. While this surgery has no adverse physical effect on the female sexual response cycle, patients and their partners alike often experience some sexual difficulties and marital problems due to stress. A significant number of women use the drug tamoxifen following surgery, which can create some degree of sexual dysfunction. . . from vaginal drying to a diminished sex drive.

Chemotherapy has its own side effects — fatigue, lethargy, depression, nausea, vomiting, sores in the mouth, hair loss and a propensity to gain weight. A woman who is tired, bald and overweight does not usually feel sexually desirable, especially when all this happens a few weeks after she has lost her breast(s), says Naeve.

One of the featured conference speakers will be UCSF's David Bullard, co-director of the Human Sexuality Program of the Department of Psychiatry, who will discuss how to deal with the side effects of the tamoxifen.

Registration fee is $60. Although the program primarily is meant for breast cancer survivors and their partners, six continuing education credits will be available for nurses. For further information call (510) 429-2500.

$1 Million Short of Goal

United Way Appeals to UCSF

Our campus conducted its annual United Way campaign last November, and because of limited resources, it was less visible than it had been in the past.

Unfortunately, contributions both at UCSF and throughout the Bay Area are down from years past, and the United Way has fallen $1 million short of this year's goal. Therefore, the United Way has issued a special appeal to major institutions to help "bridge the gap" so that vital services in our community can continue to be funded. Agency funds are allocated in April 1993, so the United Way is asking for *immediate cash donations to its general fund* to ensure that agency base allocations stay intact.

Everyone is encouraged to pitch in, if at all possible, at any level of giving. If you did not contribute last November, or can afford to give a little more, please send your check *now*, made payable to The United Way, to the Chancellor's Office, Box 0402, by Monday, March 1. For further information call Ruth Weiller at 476-2401.

Sisco-Smith Appointed Sexual Harassment Prevention Coordinator

Alma Sisco-Smith has been appointed UCSF's new sexual harassment prevention coordinator.

A large component of her position involves education — coordinating, with the help of consultants and others, programs to teach UCSF's varied population how to recognize sexual harassment and the best way to stop it.

Sisco-Smith is helping to strengthen campuswide tools already in place to handle sexual harassment complaints. One such component involves early intervention — whereby the person who is feeling harassed discusses the situation with one of the campus sexual harassment advisors (see list on page 6). In her new role, Sisco-Smith is coordinating a training program for these advisors. If necessary, she also will either work directly with the person who is claiming to be harassed, or make a referral to an appropriate campus resource in order to achieve informal resolution.

In 1991-92, she co-chaired the Chancellor's Ad hoc Committee for Review of Sexual Harassment Policy & Procedures, and now co-chairs the Chancellor's Advisory Committee on the Status of Women. In 1990, Sisco-Smith was appointed to direct Student Academic Affairs, a position she still holds. In her new post, Sisco-Smith reports to both David Ramsay and Thena Trygstad. For sexual harassment issues, she may be reached at 476-5186.

Gazette

Fagin is Nursing's Presidential Chair

Claire Fagin, dean emeritus and Leadership Professor at the University of Pennsylvania School of Nursing, has been appointed to the UCSF School of Nursing Presidential Chair. As a researcher, educator and administrator, the former dean has been an advocate of lowering healthcare costs for the consumer and providing Americans with research-based nursing services.

Throughout the winter quarter Fagin will meet with faculty, students and campus colleagues to discuss her work on health policy reform. She also will deliver a campuswide lecture entitled "Nursing Home Reform: Progress and Problems" on Thursday, March 4, at 3 p.m. in Toland Hall. A reception follows the lecture in the School of Nursing mezzanine.

Honors & Awards

Afaf Meleis: Chosen as Columbia University's first Centennial Professor. She has delivered two of the four lectures on scholarship in doctoral nursing programs scheduled for the 1992-93 school year at Columbia. Meleis is professor, mental health, community & administrative nursing; director, Mideast Study of Immigration, Health & Adjustment.

Bruce O. Berg: Named a visiting professor of child neurology by the Brazilian Academy of Neurology. He also presented the annual Edward Senz Memorial Lecture at the Children's Hospital Medical Center of Northern California. Berg is director, child neurology & professor, neurology & pediatrics.

Guenter B. Risse: Represented the US at the first Ibero American Congress of the History of Medicine in Puerto Rico in November. He presented the keynote address on "The History of Colonial Hospitals After Columbus." Risse is professor & chair, history of health sciences.

Mardi J. Horowitz: Invited by the Rockefeller Foundation to spend a month in residency at its Bellagio Study Center, presenting and writing up work done within the Program on Conscious and Unconscious Mental Processes on the interaction of personality and mourning. Horowitz is professor, psychiatry; director, Center for the Study of Neurosis.

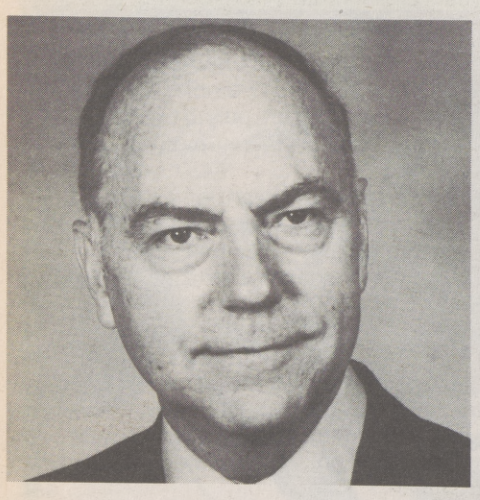
Young

Shirley Young: Elected president, San Francisco Bay Area Chapter of the Association for Practitioners in Infection Control (APIC). She will serve as president-elect during 1993, then take office in 1994. Young, who has served on the APIC board for the past four years and as program chair last year, is nurse epidemiologist, Medical Center Infection Control Department.

H. Westley Clark: Received the Herman Kregal Award for Education in Alcoholism from the National Council on Alcoholism & Other Drugs. Clark is assistant clinical professor, psychiatry, VAMC.

Appointments

Byron Sigal: Appointed director, Marilyn Reed Lucia Child Care Study Center, replacing Meryl Glass, who retired after 13 years as director. Sigal plans to maintain the tradition of a quality work-site child care center at UCSF. At the same time, he wants to ensure that the Center is a place where students in the healthcare field and early childhood professionals can study and work with young children. Sigal also will continue as coordinator of Child & Elder Care Referral Service, which helps faculty, staff and students balance their work and family responsibilities by assisting them to determine the type of care a family member needs and then locating providers that meet the family's specifications.



Grant Gauger: Appointed acting chief, neurological service, SFGH. He comes to campus from Highland General Hospital, the medical facility for Alameda county, where he had been chief of neurosurgery since 1974. A nationally prominent trauma surgeon, Gauger replaces Lawrence Pitts, who will devote the major portion of his time to the UCSF and UCSF/Mount Zion neurosurgical services.

In Memoriam

Takao Hoshino: Professor, neurological surgery. He came to UCSF in 1968 as an assistant research neurosurgeon and was a founding principal investigator of the Brain Tumor Research Center. He quickly established himself as a leader in the study of cell cycles, specifically when the cells might be most vulnerable to treatment. Hoshino's later research focused on the drug bromodeoxyuridine (BUdr) and how it could be used to estimate the malignant potential of a brain tumor for aggressive growth. The techniques he developed to monitor patients for recurrent brain tumors now are routinely used and have led to similar diagnostic indicators for patients with breast cancer and other forms of cancer. Hoshino established the exchange of knowledge of brain tumors between the US and Japan and played an immeasurable role in fostering relations between scientists and physicians in both countries. In 1990, he joined the Department of Neurosurgery at Kyorin University in Tokyo as a professor while maintaining his appointment at UCSF. During the past year, he served as president of the first neuro-oncology society in Japan. He was 55. Memorial donations may be made to the Takao Hoshino Fellowship in Brain Tumor Research, Brain Tumor Research Center, UCSF, San Francisco, CA, 94143-0520.

John Gray: Accountant, hospital accounting, UCSF/Mount Zion. He joined the Mount Zion general accounting office in 1987 as a staff accountant and moved to hospital accounting in May 1992 when the two departments merged during the UCSF/Mount Zion integration. His job responsibilities included compiling statistical information regarding patient volume at Mount Zion — figures which dictate funding levels for the hospital — plus filing monthly financial reports and reconciling various accounts. Gray was 53. Memorial donations may be made to Case Western Reserve University, Cleveland, Ohio, or Best Friends Animal Sanctuary, P.O. Box G, Kanab, Utah, 84741.

Pharmacy Students Win American Cancer Society Award

Third-year pharmacy students Mae Kwong (left) and Noelle Hasson have received an American Cancer Society Award for "significant contributions to the control of cancer in San Francisco." They are coordinators of the Academy of the Students of Pharmacy Lung Cancer Project, which involves UCSF pharmacy student volunteers who give presentations on smoking and lung cancer prevention to elementary and middle school students in the San Francisco public school district. It was initiated by associate dean Kenneth Lem several years ago, but has been student-coordinated ever since. Clinical professor Robert Ignoffo is the group's faculty advisor.

Martin Receives Roeske Award

Pamela Martin, associate director of medical student education in the Department of Psychiatry, has received the third annual Nancy C.A. Roeske, MD Certificate of Recognition for Excellence in Medical Student Education. The award, which is presented by the American Psychiatric Association Committee on Medical Student Education, honors the unique and creative contributions of Roeske, a pioneering child psychiatrist at Indiana University.

Martin was chosen for her outstanding contributions to medical student education at UCSF. She teaches two freshman seminars — one on the psychology of chronic illness, the other on the interviewing skills needed for good doctor/patient relationships. Martin also developed new curricula for the third-year psychology clerkships, which focus on case histories and acting and role-playing techniques to teach personality styles in medical practice.

Regents Meeting *(from page 1)*

about 150,000 square feet of space. The intent is to have the building available by 1997.

• Long Range Development Plan — UCSF is presently operating under an LRDP which was written and approved in 1982. The new LRDP will outline campus growth plans over a 15-year period, and could include plans to develop a second major site about the size of the Parnassus campus, or call for growth around existing sites or smaller satellite sites. Several sites in San Francisco and nearby communities are being studied and the new LRDP is scheduled to go to the Regents in November 1994.

Because the selection of sites for immediate or interim space is seen by some as a possible "foot in the door" for selection as a major new site in the LRDP, the competition and politicking surrounding every possible plan has become intense and filled with speculation.

"Many options still remain under consideration. A lengthy community discussion process must be completed before the list can be narrowed," says Spaulding.

The Community Advisory Group, made up of neighborhood, labor, ethnic, and business group representatives, meets on a regular basis to advise campus planners on the LRDP, and a second series of Community Workshops will take place this spring to hear comments from any concerned member of the public. For further information call Community Relations at 476-3206.

Publications

Mardi J. Horowitz & **Edward Weinshel:** Co-editors, *Personality Structure & the Process of Change During Psychoanalysis: Essays in Honor of Robert S. Wallerstein* (International Universities Press, New York, 1993). All proceeds from the book are being donated to the American Psychoanalytic Association's fund for psychoanalytic research. Horowitz is also author, *Person Schemas & Maladaptive Interpersonal Patterns* (University of Chicago Press, Chicago, IL, 1992). Horowitz is professor, psychiatry; director, Center for the Study of Neuroses. Weinshel is clinical professor, psychiatry.

UCSF *Newsbreak*

(ISSN0891-6063) Volume 8, Number 3, February 13-26, 1993 (two weeks). Published by the University of California, 513 Parnassus, Room S 20, San Francisco, CA, 94143-0462, 21 issues per year — biweekly, except monthly June, July, August and December. Second-class postage paid at San Francisco, CA. Postmaster send address changes to UCSF *Newsbreak*, University Publications, University of California, San Francisco, 513 Parnassus, Room S 20, San Francisco 94143-0462.

Deadline for the next issue, which will cover February 27-March 12, will be on **Friday, February 12, at 11 a.m.** Please send campus news copy to Allen Balderson, Medical Center news to Marshall Krantz and calendar and gazette items to Michele Firpo, all at Box 0462. Last-minute copy can be taken over the telephone by calling 476-1541. The University of California is an affirmative action/equal opportunity employer.

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AIDS/HIV Update from the UCSF Homefront

UCSF researchers and physicians are continuing to work towards unraveling the mystery of the AIDS virus while at the same time developing the best possible treatment for those infected with HIV. Virtually every week our campus has something related to AIDS to report . . . from HIV transmission to oral manifestations, new clinical trials for drug treatments to possible vaccines and new centers of care, as well as the availability of funds for new studies. It's difficult, if not impossible, to present them all. What follows is the latest from the benches, desks and hospital floors of the men and women at UCSF who are studying or treating HIV infection.

Study to Determine Best Timing of AIDS Drugs

Two questions most frequently asked by persons infected with HIV are: What antiretroviral treatment should I take, and when should I begin taking it? Now an innovative study will attempt to answer the second question, by focusing on whether taking antiretroviral drugs earlier or later will extend life for people with HIV infection.

Antiretroviral drugs such as AZT, ddI and ddC have been studied in many clinical trials and are used by thousands of people with HIV disease, says Donald Abrams, professor of clinical medicine and director of the Community Consortium.

"Research on these drugs suggests that they may slow disease progression, at least temporarily, but can sometimes cause side effects, or lose their effectiveness against HIV with long-term use. What we don't know is at what stage of HIV disease patients should begin taking anti-HIV drugs to have the best chance of long-term survival. Should they take it at first diagnosis, at the time of onset of symptoms, or when CD4 cells drop to a certain level?" asks Abrams.

The new study, called ComPACT 1, is the inaugural project of a clinical trials program called the Community Partnership in AIDS/HIV Clinical Trials, which was established to develop innovative strategies to answer questions affecting the health of large numbers of people with HIV disease. The program is sponsored by the Community Consortium, which is affiliated with UCSF's AIDS Program at SFGH, an association of more than 200 healthcare providers that care for the majority of patients with HIV disease in the Bay Area. The Consortium pioneered the development of community-based research, leading the way for the rest of the country.

For further information, call the Community Consortium at 476-9554.

Few Physicians Discuss AIDS with Patients

Few physicians discuss sex and AIDS with their patients, even though guidelines advocate that they do so.

In a UCSF nationwide survey of 1,312 patients, only 20 percent said that they had talked to a doctor about AIDS.

This implies that many people are not receiving important HIV prevention information from their doctors, says Barbara Gerbert, associate professor and chair of the Division of Behavioral Sciences in the Department of Dental Health and Public Hygiene and a researcher at the Center for AIDS Prevention Studies.

Most bothersome to UCSF researchers was the finding that discussions about AIDS were not occurring even with patients who might be at risk. Only 26 percent of those surveyed who said that their chances of contracting the AIDS virus are "high" or "medium" and 23 percent of those who identify themselves in a high-risk group had talked with a physician about AIDS.

Public More Accepting of Healthcare Workers with HIV

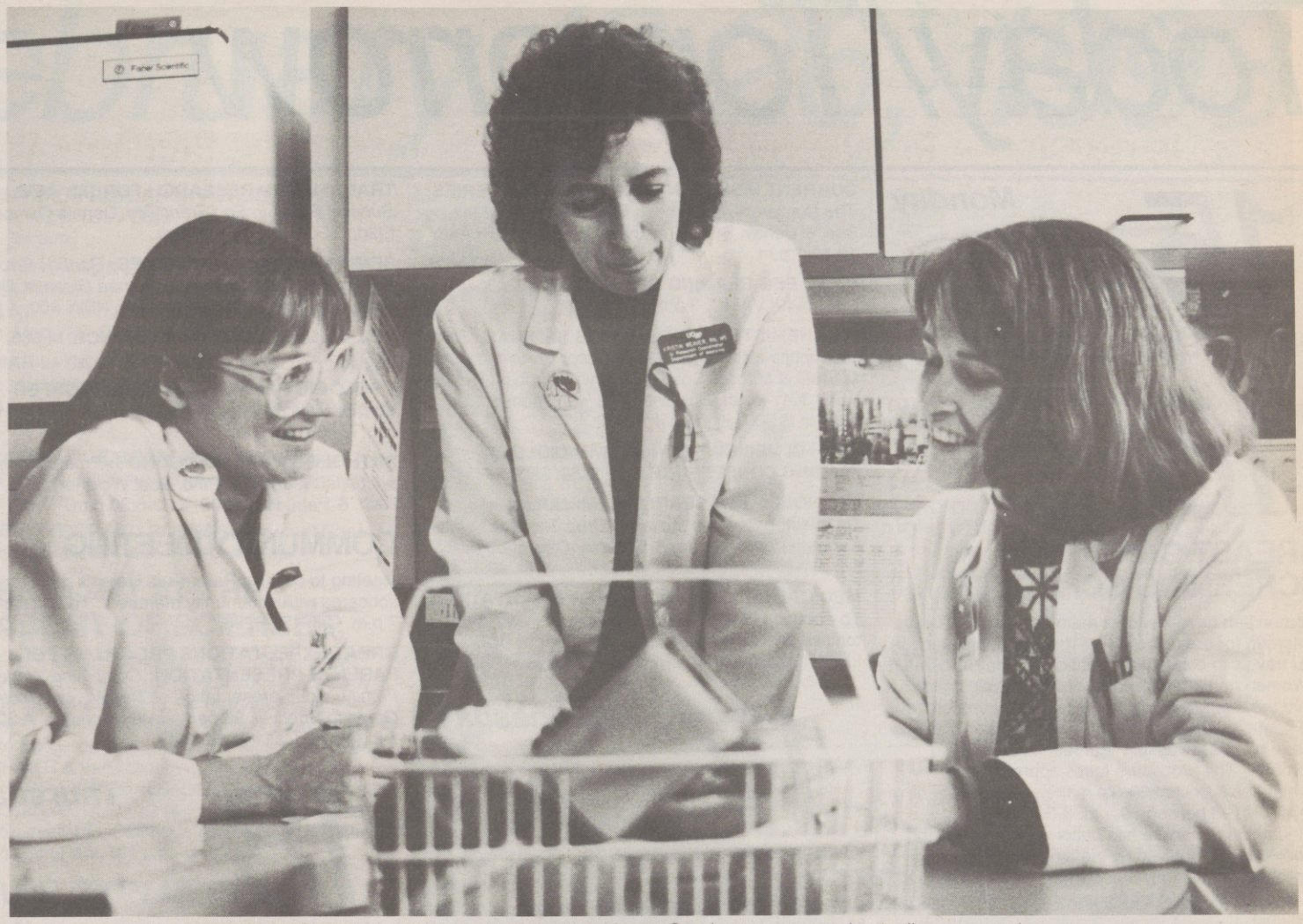
In another study, Gerbert and colleagues have found that Americans are more accepting of healthcare professionals who are infected with the AIDS virus than they were four years ago.

Although public concern about HIV transmission in healthcare settings has increased since a 1988 UCSF study and more people believe that transmission from HIV-infected physicians is possible, only five percent of people in a new survey by campus researchers wanted HIV-infected physicians to stop working completely.

The survey of 1,350 adults around the US found that 37 percent would switch doctors if they knew theirs was HIV-infected. In a similar UCSF national survey in 1988, 56 percent said they would switch.

Those who knew someone with HIV infection were less concerned about transmission of HIV in healthcare settings and were more supportive of HIV-infected healthcare professionals' right to work, the study also found.

Gerbert's study appeared in the February 8 issue of the *Archives of Internal Medicine*.



At the new nutrition clinic, Mary Chan, Kristin Weaver and dietitian Yvette Garcia go over a patient's dietary records.

SFGH Opens First-Of-Its-Kind Nutrition Center for AIDS Patients

Between 95 and 100 percent of AIDS patients experience weight loss and malnutrition, and some literally starve to death. To combat nutritional deficiencies in these and other patients with serious digestive and dietary problems, SFGH has established a nutrition service that is the first of its kind in the country.

The Bay Area Nutrition Counseling Center and Clinic is staffed by doctors, nurses, and a full-time registered dietitian and pharmacist who work together to keep patients nutritionally sound so that they are less susceptible to the ravages of disease, said Mary Chan, clinical assistant professor of medicine and the medical director of the new service. The outpatient clinic specializes in treating patients with HIV infection and AIDS and is open to *all* patients with nutritional problems, such as patients with cancer, hypertension, pancreatitis and diseases of the digestive tract.

Malnutrition in AIDS patients may affect their immunity and their ability to fight off potentially devastating infections, Chan says. It is important for these patients to get nutritional therapy early before they get into a deadly cycle of repeat infections and progressive weight loss.

"If malnutrition can be prevented or reversed, perhaps we can slow the progression of the disease," says Chan, who is a gastroenterologist. Patients who are nutritionally sound may spend less time in the hospital, be more responsive to therapy and enjoy a better self-image and better quality of life, she says.

"When patients start to lose weight, it has a dramatic impact on their psyche," says Kristin Weaver, clinical research coordinator and nursing director of the new program. "The skeleton they see in the mirror does not reflect who they are. They may be afraid to go out, and their sense of self-esteem declines."

Often, AIDS patients lose their ability to absorb fat or to utilize needed nutrients because of bowel infections or other complications of the disease. They may eat a full meal and not benefit, as the body loses its ability to break down and absorb nutrients.

In its ongoing research, the UCSF team has been working on new approaches to this problem. One is the use of an enriched drink containing a form of fat called a medium-chain triglyceride that is more easily absorbed by the body, as it does not require digestive enzymes. Some patients on this therapy have gained as much as 20 pounds. "We've seen some terrific results," Weaver says.

In the new clinic, the approach for each patient will be different and will be tailored to his or her specialized needs. Before patients come to the clinic, they will be asked to track their dietary intake for three days. The three-day history will be plugged into a special computer program and analyzed for calories, protein, fat, vitamins, minerals and other nutritional components.

This new center follows in the SFGH tradition of providing nutritional support throughout the hospital, including to surgery and medicine patients, plus an outpatient service run by the UCSF AIDS program on Ward 86.

The new nutrition clinic is open weekdays, from 8 a.m. to 5 p.m. on Ward 3D at SFGH. For more information, call 206-8822.

Conference on HIV-Related Speech, Hearing & Vision Loss

Among the many serious problems that people with HIV face is the deterioration or loss of hearing, speech and vision.

Healthcare providers, caregivers and people with HIV will discuss these problems at an all-day conference on Friday, February 26, at UCSF Laurel Heights.

Experts will provide the most current information on the nature and cause of HIV-related conditions that can affect hearing, speech and vision and explore the psychosocial difficulties faced by individuals with speech impairment or sensory loss. They also will discuss prevention, treatment and management of these conditions.

The conference is sponsored by the Community Consortium, the UCSF Center on Deafness, Hearing Society for the Bay Area, Lighthouse for the Blind and Visually Impaired, San Francisco AIDS Foundation, and the Department of Rehabilitation Services at SFGH.

Advance registration for the conference is requested. Conference fees, including lunch, are: $40 for physicians, $25 for allied health professionals and $15 for all others. No one will be turned away due to lack of funds.

For more information, contact Kathy Abrahamson at 431-1481 (voice only). For TDD calls, contact Karen Rachels at 863-2550. For exhibit information, call Nancy Welt at 476-4980 (voice) or 476-7600 (TDD).

AIDS Vaccine Trial

UCSF researchers are looking for people who are infected with HIV who might like to be part of a second phase trial of the AIDS vaccine gp 120. The study will be conducted at the UCSF AIDS Program at SFGH.

The first phase, which tested the safety of the vaccine, already has been completed. This second phase will be to test whether the vaccine works to improve the immune function of people already infected with HIV, according to James O. Kahn, who is directing the trial.

To be eligible for the study, you must be 18 years or older with a T-cell count of more than 600 and cannot have an AIDS diagnosis nor have ever taken antiretroviral drugs such as AZT or ddI. For further information call Mary Payne at 476-9296, x84602.

Funds Available

Funds are available from the UCSF AIDS Clinical Research Center for researchers to begin AIDS pilot studies. The deadline for the next funding cycle is Monday, March 29. Applicants may submit proposals for studies in basic science, epidemiology, behavior science, as well as clinical trials. Some funds also are available through the Macy's/UCSF Program for AIDS Research. For further information, call Layne Ethington, 476-8857.

Herpes Study

Men and women infected with HIV and who also have herpes infections resistant to the standard treatment with the drug acyclovir are being recruited for a new study at the UCSF AIDS Program at SFGH.

The study is to evaluate whether or not an ointment is useful in treating anal or genital herpes.

Medication and medical costs will be provided free to participants. People who have HIV and herpes and have been treated unsuccessfully with acyclovir, are asked to call Julie Calo at 476-9296, x84607 for more information.

AIDS-Wasting Treatment Studied

Researchers at the VAMC are seeking volunteers for a study evaluating a potential treatment for the wasting syndrome often seen in patients with AIDS. Veterans who have tested positive for HIV and have documented unintentional weight loss may be eligible. All study-related tests and care are free.

The multi-center study is looking at whether treatment with recombinant growth hormone can help reverse weight loss in people with HIV-associated wasting. In preliminary research, patients treated with growth hormone gained weight and reported feeling better, says Carl Grunfeld, associate professor of medicine, who directs the study.

For further information, call research nurse coordinator Mae Pang at 750-2005.

Today/Tomorrow

15 Monday

PRESIDENT'S HOLIDAY

16 Tuesday

BREAST CANCER SCREENING SCHEDULE

Women can have low-cost mammograms — X-rays to screen for breast cancer — from a mobile van that travels to convenient locations in the Bay Area.

Women need the approval of their physician to have the mammogram, in addition to their doctor's full name, address (including room number & zip) & phone number to assure that results are mailed promptly. The procedure takes approximately 20 minutes & costs $60. To make an appointment call 476-2193 between 9 a.m. & 3 p.m.

Because the service has become so popular and appointments are filled by the time this calendar is published, we list only dates when the van will be at UCSF locations and when appointments are still available:

- Thurs., Apr. 1: UCSF Daly City, 333 Gellert Blvd.
- Fri., Apr. 2: On Parnassus at Medical Cntr. Way.
- Fri., May 7: On Parnassus at Medical Cntr. Way.

A mammogram also is available at the Mount Zion radiology department for $50. Call 885-7710.

MILLBERRY REGISTRATION

Registration begins today for the classes that had been cancelled due to delays in the refitting of Millberry's Studio 1. The studio is finished and the classes are back on. Registration also continues for all the Session II classes. Millberry Fitness Desk. 7 a.m.-7 p.m. Call 476-1115.*

PLASTIC SURGERY GRAND ROUNDS: *Breast Implantation/Nor Cal Medicine Article.* Sara A. Simmons, attorney. Toland Hall. 7-8 a.m.

MULTIDISCIPLINARY TUMOR BOARD: M 1296. 7:30 a.m. Call Barbara Jim-George, 476-4750.

ORAL & MAXILLOFACIAL SURGERY GRAND ROUNDS: *Head & Neck Malignancy: Role of Radiation Therapy.* Karen K.W. Fu, Rad. Onc. C 701. 8 a.m.

NEW EMPLOYEE ORIENTATION: S 214. 8:30-10:30 a.m. Call Lenard Florendo at 476-1073 to schedule.

SFGH PEDIATRIC GRAND ROUNDS: *Labs in Rheumatic Disease.* Helen Emery, Rheum. Carr Aud., SFGH. 8:30-9:30 a.m.

OB/GYN GRAND ROUNDS: *Vulvar Cancer.* B. Bethan Powell, Gyn. Onc. & Ob/Gyn. S 1364. 9-10 a.m.

MEDICAL ANTHROPOLOGY SEMINAR IN SOCIAL GERONTOLOGY LECTURE SERIES: *Evaluation of Alzheimer Demonstration Projects.* Patrick Fox, Soc. & Behav. Sci. & Inst. Hlth. Policy. Rm. 218, Laguna Honda Schl. Noon-1:30 p.m.

MOUNT ZION BROWN BAG LECTURE SERIES: *New Developments in Cosmetic Dentistry.* Alton Lacy, Dent. Sponsored by Campus Tours/Speakers Bureau. Herbst Hall, MZ. Noon. Call 476-4394.*

CURRENT ISSUES IN AGING LECTURE SERIES: *The Burden of Alzheimer's Disease.* Wendy Max, Soc. & Behav. Sci. & Inst. Hlth. & Aging. LPPI Aud. 12:10-1 p.m.

VAMC EEG READING SESSION. Bldg. 203, Rm. 2A49, VAMC. 3 p.m.

BIOCHEMISTRY & BIOPHYSICS SEMINAR: *The* Drosophila claret *Microtubule Motor Protein in Meiosis & Mitosis.* Sharyn Endow, Microbio., Duke. HSW 301. 4 p.m. Student lunch with speaker at noon in S 980. Sign up in S 962.

SFGH GI MEDICINE/SURGERY/RADIOLOGY IMAGING CONFERENCE. Rm. 1X58, SFGH. 4-5 p.m.

NEUROLOGY RESEARCH SEMINAR: *New Developments in Antiepileptic Drug Therapy.* Kenneth Laxer, Neuro. & Epilepsy Cntr. S 664. 5-6 p.m.

MEDICAL CENTER VOLUNTEER ORIENTATION: To acquaint new & potential volunteers with opportunities available in the Medical Center at UCSF. LPPI Aud. 5:30-8:30 p.m. Call 476-1196.*

17 Wednesday

SPINE CONFERENCE ROUNDS. HSE 317. 7-8:30 a.m.

SURGERY GRAND ROUNDS: *Cutting the Chain of Command: Molecular Microsurgery.* Marvin R. Garovoy, Immunogen. Toland Hall. 7-8 a.m.

SFGH ORTHOPAEDIC SURGERY STAFF CONFERENCE. Rm. 5K8, SFGH. 7:30-9 a.m.

HEMATOLOGY CLINICAL CONFERENCE. M 1296. 7:30-8:30 a.m.

DERMATOLOGY STAFF CONFERENCE: *Hair Problems: Three More Easy Pieces.* Vera Price, Derm. HSW 301. 8-9 a.m.

OCCUPATIONAL & ENVIRONMENTAL MEDICINE GRAND ROUNDS: *Strategic Management of Workers' Compensation.* Jeffrey Harris, Alexander & Alexander. A 455. 8-9 a.m.

NUCLEAR MEDICINE SEMINAR: *Radiation Accidents — What You Need to Know.* Robert Lull, Nuc. Med., Lab. Med. & Rad., SFGH. LPPI Aud. 8:30 a.m.

BROWN BAG LECTURE SERIES: (See Black Heritage Month events, this page.)*

HISTORY OF HEALTH SCIENCES SEMINAR: *Living & Dying in Sweden: 1800-1850.* Magdalena Ståhling, Dept. Hlth. & Society, Linkoping U, Linkoping, Sweden. U 456. Noon.

OCCUPATIONAL & ENVIRONMENTAL MEDICINE GRAND ROUNDS: *Epidemiology of VDT Injuries.* Ruth Lowengart, Alta Bates Med. Cntr., Berkeley. Santa Clara Valley Med. Cntr. Cafe Conf. Rm. Noon.

OCCUPATIONAL & ENVIRONMENTAL MEDICINE GRAND ROUNDS: *Indoor Air Related Health Complaints.* Michael Lipsett, CA EPA. Alta Bates Med. Cntr. Conf. Rm. 3. Noon.

PSYCHIATRY GRAND ROUNDS: *Why Psychiatrists Can't Tell When Their Patients Are Lying.* Paul Ekman, Psych. & Human Interaction Lab. LPPI Aud. 1-2 p.m.

HEAD & NECK TUMOR CONFERENCE. Melanoma Clin. Conf. Rm., 4th fl., MZ Pavilion. 1:30 p.m.

DEPARTMENT OF NURSING CULTURAL DIVERSITY ENHANCEMENT COMMITTEE MEETING: Open to all medical center & campus members. Meets third Wednesday of each month. M 169. 3 p.m. Call Diane Ayers at 476-5621.

TRANSFUSION RESEARCH FORUM: *AIDS Survival Rates in San Francisco.* Dennis Osmond, Epid., SFGH. L 535. 3-4 p.m.

SEMINAR IN BIOLOGY SERIES: *Genetic Errors & Replication Catastrophes in Human Disease.* David Housman, MIT Cntr. Cancer Res. HSW 300. 4 p.m.

CHILD NEUROLOGY CONFERENCE. M 666. 4:30 p.m.

UROLOGIC PHYSIOPATHOLOGY CONFERENCE: *Male Psuedohermaphroditism.* Cu Phan, Uro. M 464. 5-6 p.m.

PATHOLOGY GRAND ROUNDS: *Prostatic Intraepithelial Neoplasia (PIN).* Noel Weidner, Surg. Path. & Path. HSW 508. 5:30-6:30 p.m.

COMMUNITY MEETING

Meeting to discuss Parnassus Heights projects & concerns with community members. Toland Hall. 7 p.m. Call 476-3206.*

GREAT EXPECTATIONS PROGRAMS FOR PARENTS PRESENTATION: *Combining Work & Family.* Video presentation of *The Working Mother's Guide to Survival.* $5 per individual/couple. A 326. 7-8:30 p.m. Call 476-6667.*

18 Thursday

ORTHOPAEDIC SURGERY STAFF CONFERENCE. HSW 303. 7-8 a.m.

MEDICINE GRAND ROUNDS: *Preeclampsia.* Sarah J. Kilpatrick, Ob/Gyn & Repro. Sci. & Inpatient Ob. Serv. Toland Hall. 8-9 a.m.

SFGH NEUROLOGY/NEUROSURGERY CONFERENCE. Rm. 4H2, SFGH. 8-9 a.m.

PEDIATRIC GRAND ROUNDS: *The Neuroendocrinology of Puberty: New Insights into Disorders of Puberty.* Melvin Grumbach, Ped. S 664. 8-9 a.m.

OPHTHALMOLOGY GRAND ROUNDS: *A Kinder, Gentler, Less Expensive Approach to Refractive Surgery.* Steven Kramer, Oph. C 701. 8:30 a.m.-3:30 p.m. Preceded by case presentations: *Retina.*

SFGH TRAUMA CENTER CONFERENCE. Rm. 4H2, SFGH. 9-10 a.m.

FAMILY & COMMUNITY MEDICINE/PRIMARY CARE LECTURE SERIES: *Approaches to Alcoholism.* Gerrit Blauvelt, Psychr. A 455. 10 a.m-noon.

NEUROLOGY/NEURORADIOLOGY CONFERENCE. HSE 317. 10-11 a.m.

PEDIATRIC TUMOR CONFERENCE. L 34. 11 a.m.-12:15 p.m.

BIOTECHNOLOGY IN SOCIETY LECTURE SERIES: *Looking Back at Monoclonal Antibodies: An Ethnographic Account.* Alberto Cambrosio, Humanities & Soc. Stud. Med., McGill U, Montreal. HSW 301. Noon-1 p.m.

GERIATRIC NOON CONFERENCE. Herbst Hall, MZ. Noon-1 p.m.

MISSION CENTER BROWN BAG SERIES: *How to Guarantee a Tax Audit.* Larry Wright, IRS. Rm. 125, MCB. Sponsored by Campus Tours/Speakers Bureau. Noon-1 p.m. Call 476-4394.*

ORAL BIOLOGY 220 SEMINAR SERIES. S 664. Noon.

ONCOLOGY CLINICAL CONFERENCE. M 1296. 4 p.m.

MEDICINE/SURGERY ADULT CARDIAC CATHETERIZATION CONFERENCE. L 1361. 4-6 p.m.

NEURORADIOLOGY GRAND ROUNDS. HSW 303. 4-5 p.m.

NEUROSCIENCE SEMINAR: *Control of Granule Cell Neurogenesis & Migration in Developing Cerebellum.* Mary Elizabeth Hatton, Rockefeller U. HSW 300. 4 p.m.

PRIMARY CARE GRAND ROUNDS: *Nicotine Addiction & Smoking Cessation.* Henry Kahn, Gen. Int. Med. A 455. 4:30 p.m.

NEUROSURGERY GRAND ROUNDS. HSW 302. 5-6:30 p.m.

RADIOLOGY GRAND ROUNDS: *CT/GI Case Presentations Conference.* Ruedi F.-L. Thoeni, Rad. HSW 303. 5:15-6:15 p.m.

ARTS & PERFORMANCES' COLE HALL CINEMA: *Of Mice & Men.* Children under 14 $2; UCSF students & MU members $2.50; students, seniors & UCSF employees $3; general $3.50. Cole Hall. 5:45 & 8 p.m. (Movies subject to change.) Call 476-2542.*

19 Friday

ORTHOPAEDIC PEDIATRIC CONFERENCE. C 417. 7-8 a.m.

CRI HEMATOLOGY/ONCOLOGY JOURNAL CLUB. M 1296. 8 a.m.

MOUNT ZION MEDICINE GRAND ROUNDS. Herbst Hall, MZ. 8:30-9:30 a.m.

CHILD & ADOLESCENT PSYCHIATRY CONFERENCE: *Current & Future Directions in Residential Care.* Morris Kilgore, Berry Feinberg & Paul Rossman, Edgewood Children's Cntr. LPPI Aud. 9:30-11 a.m.

PHARMACEUTICAL CHEMISTRY 221 SEMINAR: *Gene Therapy for Hepatic Disorders.* Savio L.C. Woo, Cell Bio. & Mol. Genet., Baylor Coll. Med. HSW 302. 11 a.m.

INSTITUTE OF HEALING ARTS & SCIENCES LECTURE: *Do You Think Condoms Are a Joke?* Joan Nelson, author & clinical sexologist, delivers the humorous truth about sex in the 1990s. N 721. Noon. Call 564-4416.*

SFGH PROGRAM IN CELLULAR & MOLECULAR MEDICINE: *Cellular & Molecular Mechanisms of Lipocyte Activation in Hepatic Fibrosis.* Scott L. Friedman, Med. & Liver Cntr. Lab, SFGH. Rm 3208, 2nd fl., Bldg. 30, SFGH. Noon.

ARTS & PERFORMANCES' COLE HALL CINEMA: *Of Mice & Men.* Children under 14 $2; UCSF students & MU members $2.50; students, seniors & UCSF employees $3; general $3.50. Cole Hall. 6:30 & 8:45 p.m. (Movies subject to change.) Call 476-2542.*

20 Saturday

ANESTHESIA GRAND ROUNDS. HSW 301. 8-10 a.m.

MISSION HEALTH FAIR

UCSF students & healthcare professionals provide a variety of free exams & other health care information. Mission Neighborhood Hlth. Cntr., 240 Shotwell (at 16th St. near Van Ness). 9 a.m.-3 p.m. Call 552-3870, ext. 279 for further information. (See story on page 6.)*

WOMEN'S RESOURCE CENTER WORKSHOP: *Basic Home Repair: Electrical.* Women Empowering Women tradeswomen teach you how to fix wires, plugs, vacuums & other appliances. $35-$55. N 517. 9 a.m.-4 p.m. Call 476-5222 to pre-register.*

22 Monday

OTOLARYNGOLOGY GRAND ROUNDS: *Free Flaps in Head & Neck Reconstruction.* Jim Anthony, Plast. & Recon. Surg. *Case Presentations from SFGH.* Nikolas Blevins, Oto. S 214. 8-10 a.m.

FLOW CYTOMETRY COURSE

The Laboratory for Cell Analysis offers this two-day flow cytometry course focusing on the operation of the instrument with lectures, demonstrations & hands-on running of samples. Rm. 230, MCB. 9 a.m.-noon. Call Bill Hyun at 476-2631 for more information.*

VAMC NEURORADIOLOGY ROUNDS. 2A47, VAMC. 9:30 a.m.

VAMC NEUROPATHOLOGY ROUNDS. 2A47, VAMC. 10 a.m.

MELANOMA CONFERENCE. Melanoma Clin. Conf. Rm., 4th fl., MZ Pavilion. Noon.

CVRI/PROGRAM OF EXCELLENCE IN MOLECULAR BIOLOGY: *Creating Mice with Targeted Disruptions in Proto-Oncogenes & Homeobox Genes.* Mario Capecchi, HHMI/Eccles Inst. Human Gen., U Utah. S 1364. 4-5 p.m.

LABORATORY MEDICINE GRAND ROUNDS: *The Importance of Antigen Receptors in the Progression & Diagnosis of Lymphoma.* David W. Bahler, Lab. Med. L 535. 4-4:50 p.m.

IMMUNOLOGY SEMINAR SERIES. HSW 302. 5 p.m.

URORADIOLOGY CONFERENCE. M 464. 5-6 p.m.

BLACK HERITAGE MONTH CELEBRATION

UCSF celebrates Black Heritage Month with the theme "Each One Teach One: Striving for a Better Tomorrow One Life at a Time." The following is a list of programs and activities taking place through the end of the month. Events are sponsored by the Black Caucus unless otherwise noted.

- Wed., Feb. 17: *When Mommy is Grandma.* Doraine C. Miller, Med. & Grandparents Who Care, discusses the concept of the extended family & the important role it plays in the African American community. Sponsored by Campus Tours/Speakers Bureau. HSW 300. Noon-1 p.m.*
- Thurs., Feb. 18: African American Fashion Show. Sponsored by A Circle of Sisters. Toland Hall. Noon-1:30 p.m.*
- Fri., Feb. 19. *Can I Speak for You, Brother?* Actor/director Phillip Walker presents dramatic profiles of black men who fought for a dignified place in American society. Co-sponsored by Arts & Peformances & Student National Medical Assn. Cole Hall. Noon. Call 476-2542.*
- Tues., Feb. 23: *No Trifling Matter: Talking About Black Women's Health.* Evelyn C. White, *SF Chronicle,* discusses some of the barriers that prevent African American women from getting & staying well. Sponsored by Women's Resource Cntr. Toland Hall. Noon-1 p.m*
- Thurs., Feb. 25: *Educational Advancement in Nursing Workshop.* Designed to encourage African Americans to enter nursing, or to encourage those already in nursing to pursue leadership roles. Coincides with the Black Nurses Symposium (see below). Both sponsored by School of Nursing. Cole Hall. 1-5 p.m. Call 476-4897.*
- Fri., Feb. 26: Seventh Annual Black Nurses Symposium. African American nursing leaders meet to answer the question "How might the African American nurse intervene to make a difference in the health problems and social condition of the African American community?" $10/$40 & free to students with ID.Cole Hall. 8 a.m.-4 p.m. Call 476-4897.*
- Fri., Feb. 26: UCSF Gospel Choir fills the lunch hour with glorious voices. Sponsored by Arts & Performances. Plaza Grill. Noon.*
- Sat., Feb. 27. *Black Caucus Dinner/Dance.* Tickets $40. Marriott Hotel, Berkeley Marina. Cocktails, 6:30 p.m. Dinner, 7-8:30 p.m. Dancing, 9-1 p.m. For tickets call Ethel Adams at 476-8310 (MCB); Claudette Johnson at 476-2401 or Crystal Morris at 476-2115 (Parnassus); or Lucille Hammons at 885-7576 (Mt. Zion).*

February 13-26, 1993

23 Tuesday

PLASTIC SURGERY GRAND ROUNDS: D & C Conference. Rm. 200 1A-122, VAMC. 7-8 a.m.

MULTIDISCIPLINARY TUMOR BOARD: M 1296. 7:30 a.m. Call Barbara Jim-George, 476-4750.

ORAL & MAXILLOFACIAL SURGERY GRAND ROUNDS: Residents Forum. C 701. 8 a.m.

SFGH PEDIATRIC GRAND ROUNDS: *Paroxysomal Disorders: Review & Update.* Seymour Packman, Genet. Carr Aud., SFGH. 8:30-9:30 a.m.

OB/GYN GRAND ROUNDS: *Pathophysiology of Congenital Adrenal Hyperplasia.* Robert Jaffe, Ob/Gyn. S 1364. 9-10 a.m.

PEDIATRIC NEURORADIOLOGY CONFERENCE. HSE 317. 9 a.m.

SFGH MEDICINE GRAND ROUNDS. Carr Aud., SFGH. 11:30 a.m.

MEDICAL ANTHROPOLOGY SEMINAR IN SOCIAL GERONTOLOGY LECTURE SERIES: *The Health of Older Adults Who Live Alone.* Maradee Davis, Epid. & Biostat. Rm. 218, Laguna Honda Schl. Noon-1:30 p.m.

CURRENT ISSUES IN AGING LECTURE SERIES: *Update on Drugs for Alzheimer's Patient.* Ron Finley, Clin. Pharm. & Pharm. LPPI Aud. 12:10-1 p.m.

VAMC EEG READING SESSION. Bldg. 203, Rm. 2A49, VAMC. 3 p.m.

BIOCHEMISTRY & BIOPHYSICS SEMINAR: *Involvement of rRNA in Translation.* Harry Noller, Bio., UCSC. HSW 301. 4 p.m. Student lunch with speaker at noon in S 980. Sign up in S 962.

SFGH GI MEDICINE/SURGERY/RADIOLOGY IMAGING CONFERENCE. Rm. 1X58, SFGH. 4-5 p.m.

NEUROLOGY GRAND ROUNDS: *ALS: Pathogenic Theories.* Eric Yuen, Neuro. S 664. 5-6 p.m.

MOUNT ZION VOLUNTEER ORIENTATION: To acquaint new & potential volunteers with opportunities available at UCSF/Mount Zion. Herbst Hall. 5-7:30 p.m. Call 885-7353 to reserve a space.*

MARDI GRAS IN THE CASTRO

Street party benefits the UCSF AIDS Health Project. Call 476-6272 for further information.*

24 Wednesday

SPINE CONFERENCE ROUNDS. HSE 317. 7-8:30 a.m.

SURGERY GRAND ROUNDS: *Morbidity & Mortality Conference.* Orlo H. Clark, Surg., MZ. Toland Hall. 7-8:30 a.m.

SFGH ORTHOPAEDIC SURGERY STAFF CONFERENCE. Rm. 5K8, SFGH. 7:30-9 a.m.

HEMATOLOGY CLINICAL CONFERENCE. M 1296. 7:30-8:30 a.m.

GASTROENTEROLOGY SEMINAR SERIES: *TIPS for Refractory Cirrhotic Ascites.* Kenneth A. Somberg, Gastroent. S 214. 8-9 a.m.

ENDOCRINE GRAND ROUNDS: *Regulation of Plasma HDL Cholesterol in Man.* Henry N. Ginsberg, Columbia. M 1486. 8:30 a.m. Speaker will present another lecture in Rm. 1A 22, VAMC at noon. Call Sandra Erikson at 750-2005 for topic.

NUCLEAR MEDICINE SEMINAR: *Water Runs Downhill — Usually.* Barry Kogan, Uro. & Ped. LPPI Aud. 8:30 a.m.

GASTROENTEROLOGY GRAND ROUNDS: *Hepatitis in Patients with HIV Infection.* Bruce F. Scharschmidt, Gastroent. S 214. 9-10 a.m.

BROWN BAG LECTURE SERIES: *The Pain of De-Feet.* Glenn B. Pfeffer, Orthoped. & Foot & Ankle Clin. Sponsored by Campus Tours/Speakers Bureau. HSW 300. Noon. Call 476-4394.*

SCHOOL OF NURSING PRIMARY HEALTH CARE LECTURE SERIES: *Access to Health Care for Hispanic Women: A Community-Oriented Primary Health Care Perspective.* Bill Holzemer, Mental Hlth., Comm. & Admin. Nurs. & Schl. Nurs. Office Res. N 517. Noon-1 p.m.

PSYCHIATRY GRAND ROUNDS: *Community Treatment of Persons with Chronic Mental Illness: Results of an Experiment.* Leonard I. Stein, Psychr., U Wisc. & Mental Hlth. Cntr., Dade County. LPPI Aud. 1-2 p.m.

HEAD & NECK TUMOR CONFERENCE. Melanoma Clin. Conf. Rm., 4th fl., MZ Pavilion. 1:30 p.m.

SOKOLOW LECTURE

Transforming Growth Factor-ß: From the Laboratory Bench to the Clinic. Michael Sporn, Natl. Cancer Inst. Thirteenth annual Ethel & Jane Sokolow Visiting Scientist Lecture co-sponsored by Dept. Biochem. & Biophys. & CRI. Cole Hall. 2 p.m. Reception to follow in Nursing Bldg. mezzanine.

TRANSFUSION RESEARCH FORUM: *CMV Co-Factor in AIDS.* Larry Drew, Clin. Microbio., MZ. L 535. 3-4 p.m.

OCCUPATIONAL & ENVIRONMENTAL MEDICINE SEMINAR: *An Update on the Epidemiology & Toxicology of Lead Poisoning.* Philip Landrigan, Comm. Med., Mt. Sinai, NY. S 940. 3:30-5 p.m.

SEMINAR IN BIOLOGY SERIES: *Molecule Sorting During Intracellular Transport: Common Problems, Common Solutions.* Ira Mellman, Cell. Bio., Yale. HSW 300. 4 p.m.

UROPATHOLOGY CONFERENCE: *Testicular Pathology.* Noel Weidner, Surg. Path. & Path. M 464. 5-6 p.m.

PATHOLOGY GRAND ROUNDS: Resident Case Presentations. HSW 508. 5:30-6:30 p.m.

UCSF NIGHT AT THE ACADEMY OF SCIENCES

UCSF staff, faculty, students & their families are invited to a free evening at the California Academy of Sciences. All exhibits in the Natural History Museum & Steinhart Aquarium will be open, in addition to hands-on activities for the kids. Spon-sored by EMPACT! & the Academy. Pick up tickets at Millberry Central Desk & SFGH, MZ & MCB satellite ticket locations. UCSF ID required. Box dinners by Drocco's available. California Academy of Sciences, Golden Gate Park. 6-9 p.m. Call 476-6932.

MOUNT ZION MEETING

The next in another series of community meetings to discuss issues of concern, including construction plans, related to the UCSF/Mount Zion campus. Herbst Hall, MZ. 7 p.m. Call 476-3206. (See story on page 7.)*

OUTDOORS UNLIMITED PRESENTATION: *Wildest Dream.* A multimedia presentation by international climber Paul Piana takes participants from the steaming Amazon rainforests to the frozen Logan Mountains in Canada. $4/5. Cole Hall. 8 p.m. Call 476-2078. Preceded by wine & cheese reception.*

25 Thursday

ORTHOPAEDIC SURGERY STAFF CONFERENCE. HSW 303. 7-8 a.m.

MEDICINE GRAND ROUNDS: *Chemoprevention.* Michael B. Sporn, Lab. of Chemoprev., Natl. Cancer Inst. Toland Hall. 8-9 a.m.

PEDIATRIC GRAND ROUNDS: *Turner Syndrome Revisited.* Felix Conte, Ped. S 664. 8-9 a.m.

SFGH NEUROLOGY/NEUROSURGERY CONFERENCE. Rm. 4H2, SFGH. 8-9 a.m.

OPHTHALMOLOGY GRAND ROUNDS: *Ethical Values in Ophthalmology.* George Hilton, Oph. S 214. 8:30-10 a.m. Preceded by case presentations: *External Disease/Uveitis.*

SFGH TRAUMA CENTER CONFERENCE. Rm. 4H2, SFGH. 9-10 a.m.

FAMILY & COMMUNITY MEDICINE/PRIMARY CARE LECTURE SERIES: *Hospice.* Robert Brody, Med. & FCM. A 455. 10 a.m-noon.

CLINICAL PATHOLOGY CONFERENCE. S 1364. 10-11 a.m.

PEDIATRIC TUMOR CONFERENCE. L 34. 11 a.m.-12:15 p.m.

BIOTECHNOLOGY IN SOCIETY LECTURE SERIES: *Genomic Networks: A Sociology of the Human Genome Initiative.* Stephen Hilgartner, Social Med., Columbia. HSW 301. Noon-1 p.m.

IMAGE EXCELLENCE

Consultants for *Good Morning, America, Wide World of Sports* & Nordstrom conduct demonstrations with audience members on how to combine hair style, make-up & wardrobe to create a harmonized & effective personal image. Millberry Conf. Cntr. Noon. Call EMPACT! at 476-2675. (Program repeated Tues., Mar. 9, at noon in Rm. 125, MCB.)*

CULTURAL & RACIAL DIVERSITY AT WORK

Managing Cultural & Racial Diversity in the Workforce. Beverly Malone, Dean, School of Nursing, North Carolina A & T State U. Sponsored by the Dept. of Nurs. Cultural Diversity Enhancement Committee and the Aff. Action/Equal Opp. Dept. Toland Hall. Noon-1:30 p.m. (See story on page 8.)*

ONGOING SUPPORT GROUPS

MONDAY

FRIENDS OF LOIS AL-ANON MEETING: Closed meeting: for friends & families of alcoholics only. 3rd fl. Conf. Rm., MCB. Noon.*

UCSF AIDS HEALTH PROJECT MEDITATION & SELF-HYPNOSIS WORKSHOP: Weekly discussion group for anyone dealing with HIV or AIDS in themselves or others. Gazebo Rm., Davies Med. Cntr. 7-9 p.m. Call 476-6445.*

ALZHEIMER'S SUPPORT GROUP: For caregivers, family & friends of people with Alzheimer's or other dementing illnesses. First Monday of each month. Ground Fl. Conf. Rm., Alzheimer's Clin., 1350 7th Ave. 7-9 p.m. Call (800) 942-1333.*

TUESDAY

MULTIPLE HELPERS OUTREACH NETWORK SUPPORT GROUP: For victims & survivors of violent trauma. Ages 15 & over. A 222, LPPI. 10 a.m.-noon. Help-line at 759-7923 provided daily, 7 a.m.-10 p.m.*

OVEREATERS ANONYMOUS MEETING: Regular OA discussion meeting. N 717B. Noon.*

LUPUS SUPPORT GROUP: Second Tues. of the month. C 27, MZ. 7-9 p.m. Call 885-1720.*

WEDNESDAY

PARNASSUS AL-ANON MEETING: For friends & families of alcoholics. C 517. Noon-1 p.m.*

ALCOHOLICS ANONYMOUS MEETING: Closed meeting: alcoholics only. 3rd fl. Conf. Rm., MCB. 12:05 p.m.*

MULTIPLE HELPERS OUTREACH NETWORK SUPPORT GROUP: For victims & survivors of violent trauma. Ages 15 & over. Two locations & times: A 222, LPPI, 1-3 p.m., and N 517, 7-10 p.m. Help-line also provided daily, 7 a.m.-10 p.m. at 759-7923.*

"AT THE HEART OF IT" CARDIAC SUPPORT GROUP: For heart patients experiencing fear, anxiety, confusion & stress. A six-week series. Call Kathleen Congdon at 885-7227.

SUPPORT GROUP FOR FAMILY/FRIENDS OF THOSE WITH MENTAL ILLNESS: Open to anyone interested in learning more about psychiatric disorders & their treaments. Call Laura Deering-Mayclin at 476-7394 for more information.

THURSDAY

ALCOHOLICS ANONYMOUS MEETING: Closed meeting: alcoholics only. LPPI A222. 6 p.m.*

FRIDAY

OVEREATERS ANONYMOUS MEETING. 3rd fl. Conf. Rm., MCB. 12:05 p.m.*

ALCOHOLICS ANONYMOUS MEETING: Closed meeting: alcoholics only. C 417. 12:10-1 p.m.*

LAKESIDE SENIOR MEDICAL CENTER CAREGIVER SUPPORT GROUP: Meets on alternate Fridays. $10 per meeting. 2501 Ocean Ave. at Junipero Serra. 2-4 p.m. Call 586-8600.

HAMILTON LECTURE

Recognition of Occupational Illness in General Practice. Philip Landrigan, Comm. Med., Mt. Sinai, NY, delivers the first Dept. Med. Alice Hamilton Lecture in Occupational Medicine. M 989. Noon.

CULLEN PROFESSORSHIP

New Agents & Approaches to Local Anesthesia. David R. Strichartz, Anes., Harvard & Brigham & Women's Hosp., Boston. 1993 Stuart C. Cullen, MD Visiting Professor sponsored by Dept. Anes. Toland Hall. 4 p.m.

MEDICINE/SURGERY ADULT CARDIAC CATHETERIZATION CONFERENCE. L 1361. 4-6 p.m.

NEUROSCIENCE SEMINAR: *Optical Monitoring of Transmitter Release & Synaptic Vesicle Recycling at the Neuromuscular Junction.* Bill Betz, Physio., U Colo. Hlth. Sci. Cntr. HSW 300. 4 p.m.

NEURORADIOLOGY GRAND ROUNDS. HSW 303. 4-5 p.m.

ONCOLOGY CLINICAL CONFERENCE. M 1296. 4 p.m.

PRIMARY CARE GRAND ROUNDS: *Vitamins & Health.* Robert Baron, Clin. Med., Prim. Care & Cont. Med. Educ. A 455. 4:30 p.m.

NEUROSURGERY GRAND ROUNDS. HSW 302. 5-6:30 p.m.

ARTS & PERFORMANCES' COLE HALL CINEMA: *A River Runs Through It.* Children under 14 $2; UCSF students & MU members $2.50; students, seniors & UCSF employees $3; general $3.50. Cole Hall. 5:45 & 8:15 p.m. (Movies subject to change.) Call 476-2542.*

PLASTIC SURGERY LECTURE/DINNER MEETING: *Reconstruction of the Hand with Multiple Microvascular Transplants.* Harry Buncke, Surg., Davies Med. Cntr. Fac. Alum. House. Dinner 6 p.m. Lecture 7 p.m. For reservations call 476-3601.*

26 Friday

CRI HEMATOLOGY/ONCOLOGY JOURNAL CLUB. M 1296. 8 a.m.

HIV & HEARING LOSS

People with HIV & health experts discuss the causes of HIV-related deterioration or loss of hearing, speech & vision. Fees: $40/25/15. Co-sponsored by UCSF Cntr. on Deafness. LPPI Aud. 8:30 a.m.-3:30 p.m. Call Kathy at 431-1481 (voice only) or Karen at 863-2550 (TDD). (See story on page 3.)*

MOUNT ZION MEDICINE GRAND ROUNDS. Herbst Hall, MZ. 8:30-9:30 a.m.

SEX & THE BREAST CANCER SURVIVOR

A Neglected Issue: The Sexual Side Effects of Breast Cancer Treatment. For women, their partners & health care providers. $60. Co-sponsored by Human Sexuality Dept. Grand Hyatt. 9 a.m.-4:30 p.m. Call (510) 429-2500. (See story on page 1.)*

*Open to the public.

PHARMACEUTICAL CHEMISTRY 221 SEMINAR: *An Approach to Dealing with Parametric Variability & Uncertainty in Modeling Biological Process.* Robert C. Spear, Hlth. Sci., UCB. HSW 302. 11 a.m.

INSTITUTE OF HEALING ARTS & SCIENCES LECTURE: *How to Drive Your Own Bus.* Gary H. Craig, personal performance consultant, talks about reaching your full potential. N 721. Noon. Call 564-4416. Followed by a workshop on Sat., Mar. 6, from 6-9 p.m. $50. Call 892-0202 to pre-register.*

SFGH PROGRAM IN CELLULAR & MOLECULAR MEDICINE: *Genetic Approaches to the Function of Integrins.* Caroline H. Damsky, Stom. & Anat. Rm 3208, 2nd fl., Bldg. 30, SFGH. Noon.

ARTS & PERFORMANCES' COLE HALL CINEMA: *A River Runs Through It.* Children under 14 $2; UCSF students & MU members $2.50; students, seniors & UCSF employees $3; general $3.50. Cole Hall. 6:30 & 8:45 p.m. (Movies subject to change.) Call 476-2542.*

CONTINUING EDUCATION

MEDICINE

For program information call 476-4251, registration 476-5808 unless otherwise noted.

Diabetes Update. Ritz-Carlton Hotel, SF. Mar. 11.

Advances in Endocrinology & Metabolism. Ritz-Carlton Hotel, SF. Mar. 12-13.

Annual Review in Family Medicine: Controversies & Challenges in Primary Care. Pan Pacific Hotel, SF. Mar. 24-26.

Fifth Annual Symposium on Aesthetic Surgery of the Face. Featuring live surgery. Sheraton Palace Hotel, SF. Mar. 25-27.

Third Regional Symposium on the Design & Methods of Clinical Trials. UCSF. Mar. 25-26.

Ninth Annual Advances in Emergency Medicine. Ritz-Carlton, SF. Mar. 31-Apr. 3.

DENTISTRY

For further information call 476-1101.

Energizing the Endodontic Component of Your Practice. UCSF. Mar. 5.

Study & Ski in Squaw Valley. Co-sponsored by UCLA & U Minn. Resort at Squaw Creek. Mar. 5 & 6.

Update in Periodontics for the Dentist & Hygienist. Red Lion Hotel, San Jose. Mar. 13.

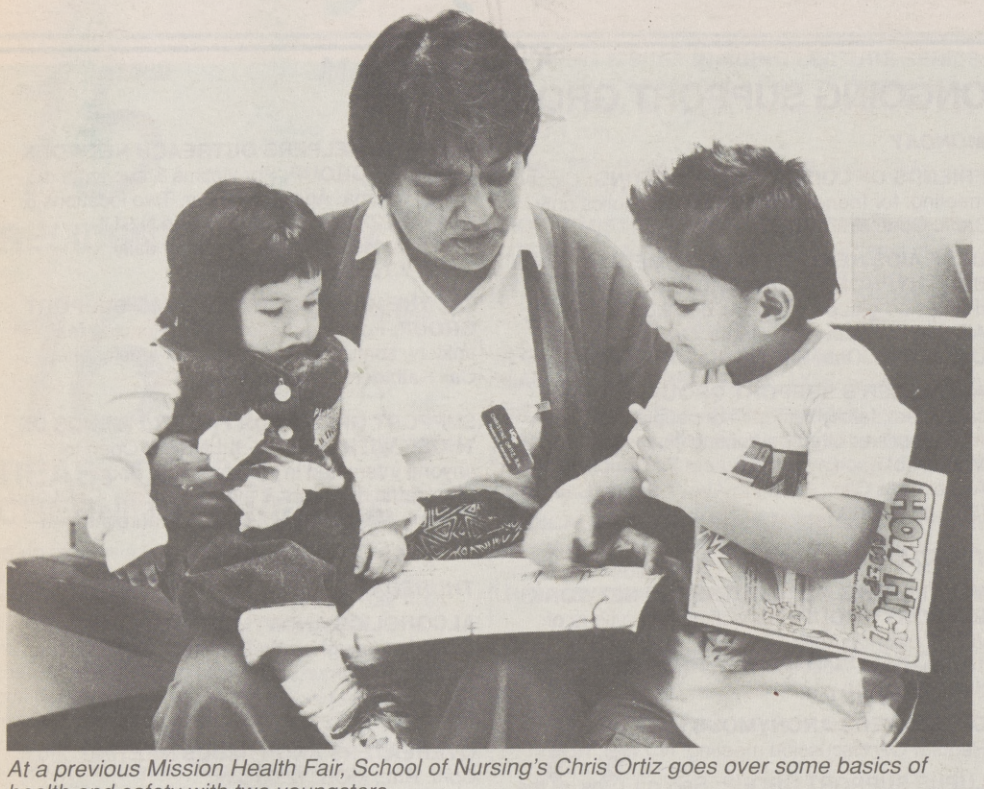
Dental Detectives: Role of Forensic Dentistry in Crime Prevention & Disasters. UCSF. Mar. 20.

CALL 502-NEWS

UCSF's news hotline gives up-to-the-minute information for staff, faculty & students.

THE NEXT DEADLINE

Fri., Feb. 12, 1993 is the deadline for items to be listed in the next calendar, which covers **Feb. 27-Mar. 12, 1993 (two weeks).** They must be received in our office in writing by 11 a.m. on that Friday. Mail your copy to Michele Firpo at Box 0462, call 476-1541, send a fax to 665-8668, or bring it to S 20.



At a previous Mission Health Fair, School of Nursing's Chris Ortiz goes over some basics of health and safety with two youngsters.

Mission Health Fair Saturday, Feb. 20

UCSF students again will be participating in the Mission Neighborhood Health Fair this year to be held on Saturday, February 20, from 9 a.m. to 3 p.m. at the Mission Neighborhood Health Center, 240 Shotwell Street at 16th. Free physical and dental exams and dental hygiene instructions will be given, as well as free blood pressure checks, cholesterol screenings, urine tests, vision exams and low cost mammograms. Breast exams and instruction for self-breast exams also will be available, as will information about AIDS, how to quit smoking and a wide range of other health topics. For further information call 552-3870, x279.

Service Awards

The awards listed were presented within the last year.

Lydia Arhancet, 15 years, environmental services.
Suzanne Banuvar, 10 years, Proctor Foundation.
Kathy Burkart, 10 years, nursing.
Adrianne Burton, 10 years, nursing services.
Melissa J. Choy, 15 years, financial aid office.
Patricia Coray, 10 years, Insititute for Health Policy Studies.
Linda Coughenaur, 15 years, nursing.
Barbara A. Coulter, 20 years, nursing.
Beth G. Crovitz, 10 years, accounting.
Elmer Darden, 25 years, nursing.
Linda Davenport, 10 years, pediatrics.
Leland Dobbs, 10 years, Cardiovascular Research Institute.
Phyllis Fetto, 15 years, Insititute for Health Policy Studies.
Patricia Franks, 10 years, Institute for Health Policy Studies.
Aniceto Gonzaga, 15 years, pediatrics.
Betsy Haas-Beckert, 10 years, pediatrics.
Mukhtar A. Hai, 15 years, medical record services.
Elizabeth Hirose, 15 years, Insititute for Health Policy Studies.
Lana Jang, 25 years, registrar & admissions office.
Jane Jauering, 20 years, outpatient services, Mount Zion.
Shirley R. Jenkins, 20 years, instructional & research support services.
Karen R. Jolliffe, 20 years, nursing administration.
Benni L. Jones, 20 years, ophthalmology.
Cindy Klinski, 10 years, general medicine.
John Knapp, 10 years, dentistry.
Priscilla Kojimoto, 10 years, pediatrics.
Ludmilla Lang, 25 years, nursing.
Joselle Lee, 10 years, nursing.
Amy H. Lin, 15 years, pharmaceutical services.
Joan Lucas, 15 years, radiology.
Gloria M. Lyons, 10 years, pathology.
Theresa McCormick, 10 years, registrar & admission office.
Laurie McHatton-Burke, 15 years, nursing.
Amy Mendicelli, 20 years, radiology.
Marilyn Middleton, 10 years, pharmacy.
Jeffrey Miller, 15 years, radiology.
Patricia A. Montes, 10 years, physiological nursing.
Carol A. Murray, 10 years, surgery, Mount Zion.
Lok Nath, 10 years, renal center.
Susan M. Ormiston, 10 years, LPPI.
Anita B. Paraiso, 10 years, surgery.
Barbara J. Paschke, 10 years, social & behavioral sciences.
Deborah Peltzman, 20 years, Insititute for Health Policy Studies.
Carol Porter, 20 years, nutrition & dietetics.
Yvonne Powell, 25 years, nursing.
Linda J. Prentice, 25 years, anatomy.
David R. Prince, 10 years, critical care.
Gilda Raboy, 10 years, audit division.
Gemma Reiser, 10 years, medical center administration.

Sexual Harassment *(from page 1)*

as harassment or to feel threatened by it," she said.

Also at the press conference was Diane Wara, UCSF associate dean for Women's Affairs, who stated that 46 percent of the students, 36 percent of the residents and 24 percent of the faculty at UCSF are women. While the percentage of women faculty on campus has grown from 16 percent in 1985, she said, "Most of the women faculty are instructors. Men are still in a position of power."

Komaromy and co-authors Andrew Bindman, Richard Haber and Merle Sande wrote that there are a number of characteristics in the medical profession that tend to create an atmosphere where sexual harassment easily can exist. Doctors frequently deal with nude bodies, abuse, physical damage, all of which could bring up subjects that could be dealt with insensitively.

In addition, stress is incredibly high in the medical profession. The work is intense and can be very emotional. This can lead to making inappropriate comments or being physical with someone, say the researchers.

"I was very enlightened by the study," said Sande. "Many men are doing what they don't even know they are doing."

Komaromy added, "I was not surprised that sexual harassment exists. I personally witnessed it as a resident. But, I was somewhat surprised at the high incidence of harassment directed towards men."

The researchers agree that education is the answer to ending sexual harassment. "Preventing the harassment is likely to be more effective than trying to erase its effect after the fact," she said. "Leaders within an institution need to establish a strong policy on sexual harassment and demonstrate their commitment to establishing a comfortable working environment so that powerful faculty members and attending physicians will be persuaded that this is an important issue."

"A lot more women have come forward since the Anita Hill episode," said Wara. "And we have seen the entire spectrum of the campus population affected — staff, students, residents, junior and senior faculty."

UCSF encourages women (and men) — not only those people involved in the medical profession, but all across the campus — who feel they have been sexually harassed to come forward. While there are acknowledged risks, such as possible retaliation from a superior or a superior's friend, it is important to recognize, deal with and end the harassment.

Fun Zone

Walker Dramatizes the Lives of America's Black Heroes

Mark Friday, February 19, on your calendar when actor/director Phillip Walker (shown at right leading an acting workshop) presents *Can I Speak for You, Brother?,* a series of vignettes dramatizing the lives of black men who fought for a dignified place in American society. He profiles Martin Luther King, Jr., Malcolm X, Frederick Douglass, Booker T. Washington and more in this educational and inspirational theater piece. This Cole Hall Cabaret event is sponsored by Arts & Performances as part of the campus' Black Heritage Month celebration. The Student National Medical Association co-sponsors this free one-man show at noon in Cole Hall. Call 476-2542 for more information. (See *Today/Tomorrow* calendar, page 4, for remaining Black Heritage Month events.)

Other items of interest:

- **Image Excellence:** Consultants for *Good Morning, America*, *Wide World of Sports* & Nordstrom conduct demonstrations with audience members on how to combine hair style, make-up & wardrobe to create a harmonized & effective personal image. Thurs., Feb. 25, at noon in the Millberry Conference Center. Call EMPACT! at 476-2675. The program will be repeated on Tues., March 9, at noon in Rm. 125, MCB.
- **Millberry Studio 1 Back in Action.** Remember all those classes that were cancelled because Millberry Fitness Center's Studio 1 wasn't ready? Well, they're back on because the studio is done! Registration begins Tues., Feb. 16, at 7 a.m. for those classes and continues for all the Session II classes. Call 476-1115.
- **Free evening at the California Academy of Sciences.** EMPACT! and the California Academy of Sciences offer a free evening at the Academy in Golden Gate Park to UCSF students, staff and their families on Wed., Feb. 24, from 6 to 9 p.m. All exhibits in the Natural History Museum and Steinhart Aquarium will be open, in addition to hands-on activities for the kids. Free tickets are available at Millberry Central Desk and satellite ticket locations: SFGH, Mt. Zion and MCB. UCSF identification is required. Dinners available from Drocco's. Call EMPACT! at 476-6932 for more information.
- **UCSF Orchestra Logo Contest & Concert.** Design a new logo for the UCSF Orchestra and you'll walk away with a $100 cash prize and tickets to their next concert. So, get out your pen, your paint, your pencil or your Crayolas and kick start your right brain! Mon., March 1, is the deadline. Call Donna Damiani at 921-7859 for more information. Don't forget: The Orchestra presents their Winter Concert on Sun., March 7, at 4 p.m. in the Millberry Gym, featuring solo cellist Bonnie Hampton. Program includes Dvorak's *Cello Concerto in B minor, Op. 104* and Stravinsky's *Firebird Suite.* Sponsored by Arts & Performances. Admission is $7. Call 476-2542.

Fund Performances

For those invested in the 403(b) Plan and the After-tax plan, here are the latest unit values and monthly factors (as of December 31, 1992). The newly reported "annualized yield" reflects the annual yield that could be achieved if the current monthly rate were compounded for one year.

	Monthly Factors	Annual Rate	Annualized Yield
Savings	.0062	7.35%	7.51%
Money Mkt	.0030	3.49%	3.50%
ICCF	.0071	8.35%	8.57%

	Unit Value	1-Year Change	3-year Average Annual Yield
Bond	$54.73	8.8%	11.61%
Equity	$91.27	9.5%	11.76%
Multi-Asset	$13.29	8.2%	N/A

The investment results, as measured by total return figures given above, represent past performance and should not be considered indicative of future results. If you have questions, please call 476-9256.

US Department of Labor EEO/AA Audit

The US Department of Labor, Office of Federal Contract Compliance Programs (OFCCP), now is conducting an audit of UC's compliance with federal regulations under executive order 11246, as amended, section 503 of the Rehabilitation Act. These regulations prohibit job discrimination on the basis of race, color, sex, religion, national origin, disability and veterans status, and require affirmative action through specific result-oriented procedures designed to ensure equality of opportunity in all aspects of employment.

Any applicant or employee who has concerns relating to UC's compliance with the regulations and wishes to speak to the OFCCP audit team, should contact the UCSF Department of Affirmative Action Equal Opportunity at 476-4752, or the US Department of Labor at 744-6630.

Sexual Harassment Advisors

The following is a list of campus sexual harassment advisors, who are available to serve as a resource to any individual who has a sexual harassment complaint or inquiry. They can explain a variety of ways to proceed, including writing a letter to the harasser, documenting the case, and mapping out a way to be more assertive. You may call any of the people below for help:

Michael Adams, Affirmative Action/Equal Opportunity, 476-4753
Elizabeth Baker, Employee Relations, 476-4675
Rachel Bernstein, Affirmative Action/Equal Opportunity, 476-4754
Molly Cooke, School of Medicine, 476-4362
Kathleen Giacomini, Chancellor's Advisory Committee on the Status of Women, 476-1936
Emanuelle Gomez, Faculty, Staff & Student Assistance Program, 476-8279
Katy Irwin, Mission Center, 476-0390
Eric Koenig, Student Relations, 476-4318
Bonnie Lasky, SFGH Dean's Office, 206-6052
Amy Levine, Women's Resource Center, 476-5837
Cynthia Lynch, Legal Coordination, 476-5005
David Odato, Mount Zion, 885-7758
Susan Semonoff, Medical Center Administration, 476-3013
Alma Sisco-Smith, Academic Student Services, 476-4373
Cathryn Thurow, SFGH Dean's Office, 476-2474
Diane Wara, Chancellor's Advisory Committee on the Status of Women, 476-2865
Keith Wilson, Academic Affairs, 476-5742

Medsounds Continued

Guest Chefs in the Nosherie

Last week straight from the Carnelian Room, high atop the Bank of America Building, to the Nosherie, down in the basement of Mount Zion, came Ralph Bürgin's "Best-Ever Bread-and-Butter Pudding."

The Carnelian Room's executive chef also whipped up Chicken Provencale with rosemary jus, mashed potatoes with garlic, and a surprise medley of fresh baby vegetables. Bürgin was even on hand to greet diners.

It was all part of the Nutrition & Dietetics Department's new Guest Chef program, which started with Bürgin's turn in the Nosherie kitchen and is expected to continue with periodic appearances from chefs at nearby restaurants.

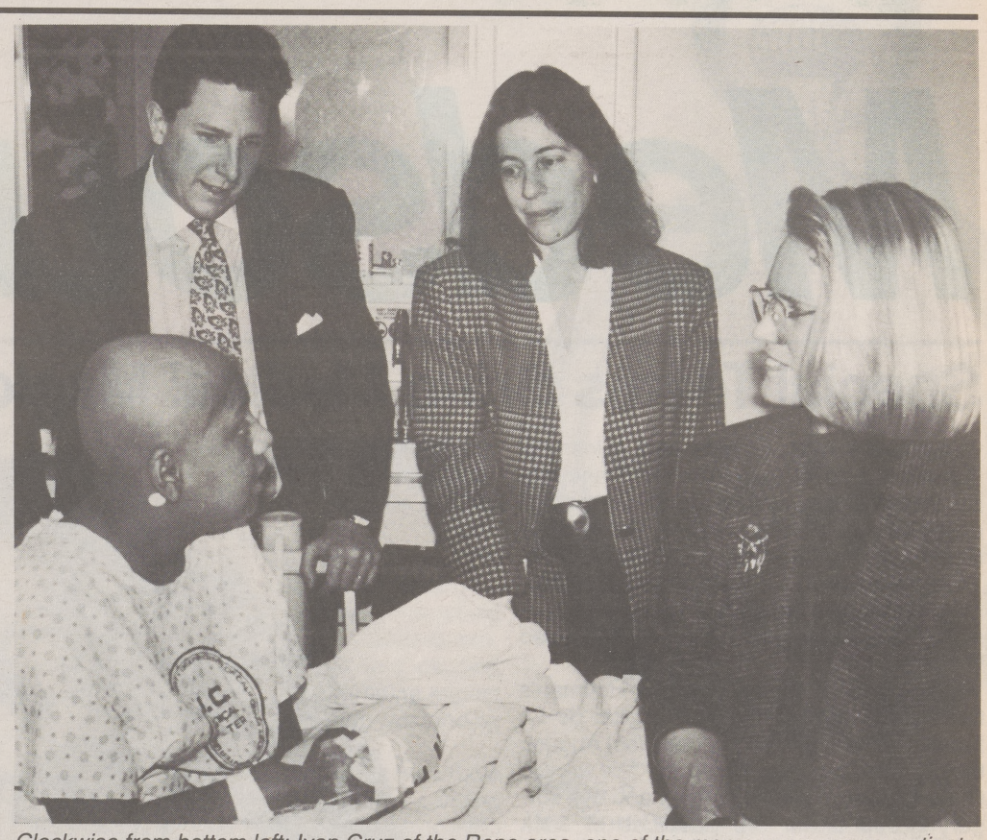
Dining Services manager Stuart Nelson says the overall program's purpose is not only to stimulate the taste buds of Nosherie patrons, but also to improve relations with food establishments surrounding Mount Zion and to expose the food service staff to some of the best cooking San Francisco has to offer.

"Even though the Carnelian Room is downtown, the Guest Chef program is our way of showing that we support community business and welcome community involvement with the hospital," says Nelson. "It also allows our cooks to become more acquainted with gourmet cuisine."

Nosherie patrons can look forward to guest chefs offering a wide variety of cooking, according to Nelson, including Japanese, Ethiopian, Thai, Italian, Mexican and southwestern style.

Also in the interest of variety, Nutrition & Dietetics offers its monthly "Designs in Dining," a week-long culinary theme often arranged in conjunction with cultural events, such as a Chinese-food theme in celebration of Chinese New Year.

Carnelian Room's Ralph Bürgin with Stuart Nelson



Clockwise from bottom left: Ivan Cruz of the Reno area, one of the many young cancer patients who may benefit from Bay Echo's donation, Richard Hayes, pediatric oncologist Katherine Matthay and Julia Challinor.

Bay Echo Donation Makes New Program Possible

Helping Kids with Cancer Return to School

Kids with cancer may now have a better chance of doing well in school thanks to a new nursing position in Pediatric Oncology funded by a group of "party animals."

The part-time position of educational liaison for pediatric oncology was created as the result of a $10,000 donation from Bay Echo, which throws dance parties in San Francisco clubs and donates the proceeds to nonprofit organizations.

The money was raised at the group's second annual Halloween dance, held at Bimbo's. About 1,200 people attended, according to Richard Hayes, who along with his wife, Paddy, and friends Lauren Barnes and Chris Robbins founded Bay Echo in 1990.

"We wanted to focus on doing something for kids with an emphasis on education. And here we're helping kids who are sick as well," explains Hayes, a commercial real estate broker, about why Bay Echo selected the educational liaison position for funding.

A second event to benefit the position was to be held February 11 at the group's second annual Valentine's party at the Ten 15 Club south of Market. Another $5,000 was expected to be raised from the approximately 1,000 people to attend.

Bay Echo hopes to raise its total contribution to $24,000 at subsequent parties to fund the position full time for one year.

Julia Challinor, a nurse with a master's degree in education, was appointed to fill the position this month. She will work with patients, families, teachers, students, school administrators and the medical team in trying to ease the additional pressure cancer places on children's learning abilities.

"A child who gets chemotherapy or radiation may have long school absences and may have learning disabilities now and in the future," says Challinor. "We hope to start with children who are at high risk for school problems, and try to act before there is a problem."

Challinor will work with school officials and families to determine the best way to continue the child's education while away from the classroom, which often ranges up to two weeks, and she plans to visit classrooms to prepare teachers and students for the return of a cancer patient.

"I'll talk with them about what cancer is and how they can help so that when the patient returns to the classroom it is a positive experience and not a scary one," says Challinor. "Some children are very afraid to go back to school because of changes in body appearance due to treatment, such as hair loss or substantial weight gain."

Challinor expects to carry a caseload of 50 to 100 patients. But, she estimates that about 300 pediatric oncology patients, including both long-term survivors and patients currently undergoing therapy, may be at high risk for learning disabilities. "Sometimes problems can show up two years after they've had treatment," she says.

Robin Kramer, a critical nurse specialist, originally identified the need for a liaison position and helped develop it. She and Challinor are additionally organizing a day-long conference on childhood cancer and successful school experiences that will take place Friday, March 26, at the Ramada Inn near the San Francisco Airport. The cost is $45. Call Kramer at 476-1770 to enroll or for more information.

Super Bowling

A group of UCSF/Mount Zion bowlers raised $750 to help the families of pediatric transplant patients during the January 30 "Super Bowl" at Japantown Bowl.

Forty-two people participated, including employees from Kidney Transplant, Liver Transplant, the transplant clinic, and the Immunogenetics Transplant Lab. Other participants included employees of Syntex and HISD.

The event's proceeds now raise the total in the Pediatrics Transplant Fund to $2,500. The rest of the money was raised during a softball tournament held last July.

The fund will help pay for incidental costs not covered by insurance, such as living and transportation expenses for families while their children are at the Medical Center, according to Al Scardino, an ITL lab assistant who helped organize the event. Gloria Horne in the transplant clinic and Joyce Tranpetta in the Pediatric Transplant Service also helped with organization.

Tie Line Links MZ to Campus

You can save time and money when calling between Mount Zion and Parnassus if you use the new tie line set up for the two campuses.

To call Mount Zion from Parnassus, dial 47 plus the four digit extension. To reach Parnassus from Mount Zion, dial 47 plus the last five numbers. To reach a 502 prefix from Mount Zion, dial 47 plus the last five digits. It is no longer necessary to dial 9 first when using this method.

The new tie line will not only save 4.3 cents per minute on Pacific Bell charges, but callers will bypass the Mount Zion switchboard and be connected directly. Dialing 9 and the full phone number will still work.

For more information, call Devorah Tennyson, the Mount Zion telecommunications coordinator, at 885-7200, or through the new tie line, 47-7200.

Ruth Brentari is New FIP Manager

Assistant to the director of finance Ruth Brentari will take over management responsibility for the Financial Improvement Process (FIP) from Karen Cosgrove, who is leaving UCSF/Mount Zion on February 19 to open a research and development laboratory in Austin, Texas.

Brentari already has worked with a couple of the task forces involved with the FIP, which is looking at ways to improve overall efficiency at the Medical Center.

Malone *(from page 8)*

Action/Equal Opportunity.

The committee was established in 1981 to support minority employees at UCSF, says Ayers, but has since grown to promote minority recruitment and retention.

Recently, the committee expanded its efforts to help nurses provide more culturally sensitive care to patients. The committee periodically holds nursing grand rounds on cultural differences. The latest grand rounds, held January 26, focused on African Americans as well as recent Russian immigrants.

With African American families, nurses must often consult with both parents and extended family members when it comes to treating and caring for children, Ayers says, since children in many households are raised primarily by their grandmothers or aunts.

Russian immigrants come from such a different healthcare system, she says, that the interaction between patients and caregivers can prove unsettling to both sides.

For instance, a patient can become deeply offended and lose confidence in a physician if the physician gives a diagnosis, particularly a grave one, directly to the patient. In Russia physicians typically tell the family about a patient's condition and then leave it to the family to choose when and how much to tell the patient.

In addition to grand rounds, Tereza de Paul, clinical nurse III in 9 ICU, is creating a resource binder that profiles the 10 most populous groups within the patient population.

Those planning to attend Malone's lecture on February 25 are asked to call Nursing Education at 476-2993.

Mount Zion Community Meeting

UCSF's next monthly community meeting with Mount Zion neighbors is scheduled for Wednesday, February 24, at 7 p.m. in Herbst Hall at Mount Zion. Members of the community can air any issues related to the Medical Center or the campus.

The UC Board of Regents will be given an update on the Mount Zion lawsuit, Harbor Bay, and many other issues at their meeting to take place Thursday, February 18, at UCSF Laurel Heights. See page one of this *Newsbreak* for details.

For more information about monthly community meetings, call Community Relations at 476-3206.

Volume 8, Number 3 February 13-26, 1993

UCSF
Medsounds

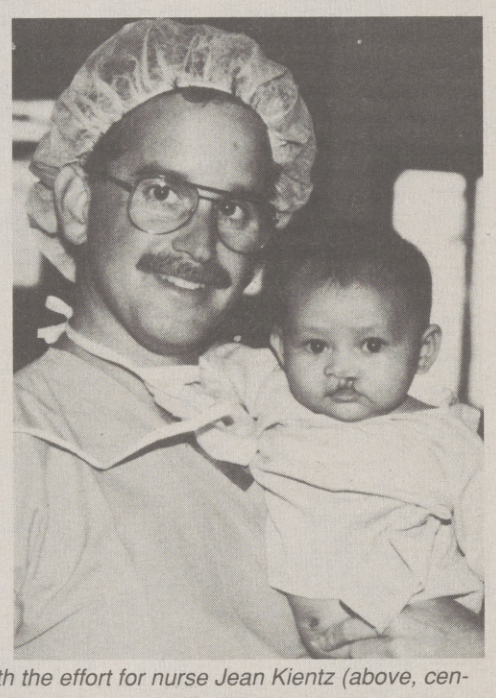
Special Teams Bring Medical Magic to Guatemala

Guatemala's heat, jungles and volcanoes may seem a world away from San Francisco. But a surprising number of UCSF nurses and physicians have been making the journey recently as part of medical outreach teams. Their missions vary according to the Guatemalan hospital's needs and the type of specialists and nurses who can be assembled (see story below).

But for UCSF surgeon William Hoffman's team, which arrived at the Hospital de La Familia in northwest Guatemala last August, the objective was never in doubt. "We went to Guatemala as a plastic surgery and eye surgery group under the auspices of Jack Younger, a Napa philanthropist who helped to build the hospital for the largely underserved Indian population," says Hoffman. And waiting for them in the town of Nuevo Progreso when they arrived were scores of patients with cleft lips and palates and equal numbers with cataracts and other eye problems. Some came too with burns that had been neglected, including a three-year-old girl whose serously burned ear was stuck to her shoulder.

Despite the common presumption that living conditions would be rugged and the hospital ill-equipped by our Medical Center standards, Hoffman admits to having had little difficulty putting his 28-member volunteer team together for the two-week working trip. And although other San Francisco hospitals were represented, the majority of the team came from Moffitt/Long, the Ambulatory Care Center and the VA Medical Center. "The six-hour bus ride from Guatemala City was a little rough, but the hospital — really a clinic with a single operating room large enough for three tables — is well-run by nuns," says Hoffman. The living compound immediately adjacent also proved very comfortable. And by all accounts, the food was plentiful and excellent.

But as Moffitt recovery room nurse Maureen Hanlon, a 14-year veteran of UCSF, is quick to add, the unexpected amenities and simplified administrative procedures made it easier to concentrate on the real reason why they came — to do valuable work. "So many complications were eliminated. We had a more immediate connection with the surgeons. And we didn't have to worry who wrote an order for a particular patient because the team was so small," says Hanlon, who was joined on the trip by her husband Charles, an ICU nurse at the VAMC.



Being able to profoundly improve patients' lives made the trip to Nuevo Progreso, Guatemala worth the effort for nurse Jean Kientz (above, center), plastic surgeon Dave Young (upper right), and anesthesiologist Barry Rose.

The team may have been small, but it was busy. In 12 days, the team performed 180 operations, a record for the hospital. "There wasn't a disorganized minute," says ACC craniofacial clinic nurse Ann Boekelheide, who expected everything to be "hot, hard and miserable" only to discover that the operating room and the four-bed recovery room were both air conditioned.

Still, there were compromises. "We come from a place where miracles happen," says Boekelheide. But miracles often require sophisticated technology and sophisticated followup, neither of which is routinely available in Guatemala — although special medical teams regularly serve the Hospital de La Familia every four months. The result was a sort of situational reality check that forced team members to consider the nature of the Guatemalan economy and the fact that these patients still live close to the earth in villages and isolated rural towns.

"Children born with cleft lips and palates (congenital defects that occur more often in Latino populations) can't breast feed," explains Boekelheide. Recommending a breast pump or suggesting that parents buy formula would not have been workable solutions for most of the patients who found their way to Nuevo Progreso for corrective surgeries that cost between $10-$40. Left to their own devices, parents are forced to buy the only milk they can afford — powdered skim milk, which contributes to the babies' failure to thrive.

Being able to help these people — most if not all of whom team members would never see again — made the trip both worthwhile and a little wistful, says Hanlon. "You connected with them despite the language barrier. And they were all so grateful. Some even brought us presents."

Claudia Fuller at work in Nuclear Medicine

Med Center Team Joins Operation Rainbow

Why would anyone give up their free time — take vacation and comp time — to work long, hard hours without pay? The answer: Huge rewards of the non-monetary type.

"It's the most important thing I've done professionally and personally," says Jean Kusz, a pediatric critical care nurse who joined 12 other Bay Area medical care professionals to provide orthopedic surgery to rural workers and their families in southwestern Guatemala.

The group spent a week in January at the public hospital in Jutiapa, a town of 50,000 people in a rural province, under the auspices of Operation Rainbow, a nonprofit organization that sponsors medical teams in Third World countries.

Led by Taylor Smith, a UCSF orthopedic surgeon at SFGH, the team performed about 50 surgeries in four days. Many patients were treated for club feet, but leg and hip surgeries also were performed. The team brought all its own equipment and medication.

"It was exhausting, really hard work," recalls Amy Blevins, a Liver Transplant Service clinical nurse specialist who works in the Moffitt OR. "But it was great because we really pulled together. Everybody had the same mission and goal. And the people were so appreciative; it was really touching."

Kusz, who has been on three Operation Rainbow trips to Jutiapa, echoed Blevins' sentiments. "You really feel the benefit of the care you've given," she says. "Plus, for me it's a great educational experience. There's the chance to learn a limited amount of OR work, and to learn about another culture."

Claudia Fuller, a student in the nuclear medicine technology educational program and a native of El Salvador, primarily translated for the medical team although she also performed some scrub work.

Fuller's fluency in Spanish was vital in screening nearly 100 potential patients. "Other team members spoke Spanish but not that well," she says. "It was good to see what patients go through, from their histories through the surgery and recovery. I now can see how to better accommodate patients."

A former administrative assistant in Nuclear Medicine, Fuller accompanied her husband, Gary, an OR nurse at SFGH. Also on the trip were Cristal Breckenridge, a nurse in cardiovascular intensive care, and her husband, Charles, a fourth-year resident.

"People in Guatemala work with a lot of pain," Fuller says. "People want to have their physical problems solved so that they can work better," she explains. "Some mothers brought in their sons with a club foot, and the main objective was for the sons to work, because they were the sole supporters of their families."

Blood Urgently Needed!

Last month was not a good one for the Blood Donor Center. In fact, surgeries had to be cancelled due to a lack of blood and a large shortage of platelets. Jean Katz, supervisor of the Center, asks the campus community to please donate *today*, especially platelets. Please call 476-6989 or drop by Long Hospital, Rm. 131. Also remember to donate through the Irwin Memorial Blood Centers' drives on campus. The next one is on Tuesday, April 20.

Beverly Malone on Cultural Diversity Feb. 25

When people from different cultures interact, signals can get crossed and good intentions can be misperceived. Creating a culturally and racially diverse work force at UCSF requires that employees at all levels understand the differences among people.

A leading speaker on cultural and racial diversity in the workplace — Beverly Malone — will explore this subject on Thursday, February 25, from noon to 1:30 p.m. in Toland Hall.

Nursing dean at North Carolina A&T State University, Malone is a psychologist as well as a nurse. She wrote her dissertation on the mentoring experiences and career satisfaction of black women administrators, and her thesis on degrees of powerlessness experienced by blacks. Malone's talk is expected to cover recruitment and retention of minorities, and cultural differences among co-workers.

Co-workers can easily misinterpret cultural cues, according to Diane Ayers, chair of the Department of Nursing's Cultural Diversity Enhancement Committee and assistant head nurse on 9 ICU.

"Different cultures may have different communication styles," says Ayers. "If somebody doesn't look you in the eye, does it mean that they are being evasive, or that eye contact is considered rude?"

The free lecture is open to the entire campus community, and is sponsored by the committee and the Department of Affirmative

(continued on page 7)